



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, US ARMY ARMOR CENTER AND FORT KNOX  
50 3RD AVENUE, SUITE 305  
FORT KNOX, KENTUCKY 40121-5230

REPLY TO  
ATTENTION OF:

Expires 10 April 2008

ATZK-EO (600)

10 April 2006

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters  
Directors and Chiefs, Staff Offices/Departments, This Headquarters


SUBJECT: Fort Knox Policy Memo No. 31-06 – Equal Opportunity (EO) Program

1. Reference AR 600-20, Army Command Policy, 1 February 2006.
2. I am fully committed to the Department of Defense and the United States Army EO Program and will not tolerate discrimination based upon race, color, gender, religion, or national origin.
3. Everyone in this command has a responsibility to promote a positive EO climate that supports readiness and unit cohesion. All members of this command must be given the opportunity to achieve their full potential based solely on their abilities, merits, and qualifications.
4. Leaders and supervisors at all levels are responsible for eliminating improper discriminatory behavior. Commanders will be the EO officers for their units and will clearly announce the high standards of conduct they expect and, if appropriate, consider corrective action.
5. The commander will incorporate EO training into the overall training plan for the unit, and leaders will conduct mandatory unit EO/sexual harassment training on a quarterly basis. Training will be documented on the unit's training schedule, and documentation must include the type of training; instructor; date, time, length of training; roster of attendees; and issues covered in the session. Prevention of Sexual Harassment (POSH) training must be included in at least two sessions. Other training will include interactive small groups with discussion focused on topics such as special/ethnic observance activities; identifying, dealing with, preventing, and eliminating discrimination and sexual harassment; or the impact of individual and institutional discrimination on mission accomplishment. See AR 600-20, paragraph 6-14, for additional information.
6. I expect commanders and department/activity chiefs to be proactive in helping Soldiers resolve EO issues in a timely manner. A positive command climate serves to promote fair and equal treatment for Soldiers, civilians, and family members.

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7. Questions should be referred to the Equal Opportunity, Inspector General, Staff Judge Advocate, or Staff Chaplains Office.



ROBERT M. WILLIAMS  
Major General, USA  
Commanding

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